



WILLIAM T FUJIOKA
Chief Executive Officer

County of Los Angeles CHIEF EXECUTIVE OFFICE

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May 25, 2010

The Honorable Board of Supervisors
County of Los Angeles
383 Kenneth Hahn Hall of Administration
500 West Temple Street
Los Angeles, CA 90012

Dear Supervisors:

MANAGEMENT APPRAISAL AND PERFORMANCE PLAN MODIFICATIONS TO COUNTY CODE LANGUAGE (ALL SUPERVISORIAL DISTRICTS) (3 VOTES)

SUBJECT

This letter and accompanying ordinance will implement language changes to the Management Appraisal and Performance Plan provisions of the County Code to clarify language regarding the authority to grant Tier II Management Appraisal and Performance Plan merit step advances and to delete several obsolete references.

IT IS RECOMMENDED THAT YOUR BOARD:

Approve the accompanying ordinance amending Title 6, Salaries, of the County Code to implement changes in language for the Management Appraisal and Performance Plan (MAPP) provisions to clarify existing language requiring Chief Executive Officer (CEO) approval for any Tier II step advancements, and to delete obsolete references to Los Angeles County Employees Retirement Association (LACERA).

"To Enrich Lives Through Effective And Caring Service"

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PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

We are recommending a change to the language in the County Code MAPP provisions to clarify that any Tier II MAPP step advancement requires approval by the CEO. This has always been the intent of the provisions governing merit increases for both Tier I and Tier II and, furthermore, the language for Tier I merit salary adjustments specifically indicates “merit salary adjustments are subject to chief administrative officer approval prior to becoming effective.” Our recommended change to the Tier II step advancement provision will bring the language into conformance with language for Tier I and will clarify the need for CEO approval.

We are also recommending the deletion of references to LACERA in the County Code MAPP provisions, as Board action has made these references obsolete. In March 2009, your Board approved the establishment of a Tier I and Tier II MAPP plan specific to LACERA which is provided for in another section of the Code, specifically in LACERA’s departmental article. This was done to facilitate LACERA’s independent management of its MAPP participants. As a result, the “retirement administrator” and other LACERA employees are no longer participants in the County’s MAPP plan. Therefore, we are recommending deletion of all related references in our MAPP provisions, which are limited to the Definitions section.

These adjustments are technical changes that will result in no additional County cost.

Implementation of Strategic Plan Goals

Approval of the accompanying ordinance is in line with the County Strategic Plan Goal 1 - Operational Effectiveness. Specifically, accurate, clear, and consistent County Code language facilitates the strategies for both Service Excellence and Organizational Effectiveness.

FISCAL IMPACT/FINANCING

None. Clarification of the requirement for CEO approval of all MAPP merit increases helps ensure appropriate fiscal control over the related expenditures. No additional funding is required.

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FACTS AND PROVISIONS/LEGAL REQUIREMENTS

The accompanying ordinance implementing amendments to Title 6, Salaries, of the County Code has been approved as to form by County Counsel.

IMPACT ON CURRENT SERVICES (OR PROJECTS)

None.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'W. T. Fujioka', with a stylized flourish at the end.

WILLIAM T FUJIOKA
Chief Executive Officer


WTF:BC:EFS
WGL:SJM:mst

c: Department of Human Resources
Executive Office, Board of Supervisors
County Counsel
Auditor-Controller
Affected Departments

ANALYSIS

This ordinance amends Title 6 – Salaries, of the Los Angeles County code by amending portions of Sections 6.08.310 (Definitions) and 6.08.390 (Tier II Step advancement provisions).

ANDREA SHERIDAN ORDIN
County Counsel

By: 
HALVOR S. MELOM
Principal Deputy County Counsel
Labor & Employment Division

HSM:js

Requested: 04/08/10

Revised: 04/09/10

ORDINANCE NO. _____

An ordinance amending Title 6 - Salaries of the Los Angeles County Code, relating to the Management Appraisal and Performance Plan.

The Board of Supervisors of the County of Los Angeles ordains as follows:

SECTION 1. Section 6.08.310 (Management Appraisal and Performance Plan – Definitions) is hereby amended to read as follows:

6.08.310 Definitions.

The following terms when used in this Part 3 with initial capital letters, unless the context clearly indicates otherwise, shall have the following respective meanings:

A. “Appointing Authority” means the board of supervisors for any person employed and paid as an appointed “department head.” The Chief Executive Officer (UC) shall be the Appointing Authority for the Chief Deputy, Chief Executive Officer (UC) and Deputy, Chief Executive Officer (UC) positions. ~~The retirement administrator shall be the Appointing Authority of all Participants serving on the staff of the Los Angeles County Employees Retirement Association.~~ The commission on human relations shall be the Appointing Authority for any person employed in the position of Executive Director, Human Relations Commission. ~~The board of retirement and the board of investments jointly shall be the Appointing Authority for any person designated to act as retirement administrator pursuant to Section 6.27.020 of this code.~~ County department heads are the Appointing Authority for all other persons compensated pursuant to this Part 3.

...

SECTION 2. Section 6.08.390 (Management Appraisal and Performance Plan – Tier II Step advancement provisions) is hereby amended to read as follows:

6.08.390 Tier II Step advancement provisions.

A. ~~In accordance with guidelines issued by the~~ Subject to chief administrative officer approval, each Tier II Participant may be eligible on October 1st of each year for advancement to the next salary step on the applicable Tier II S Range. Such step advancement shall be limited to Participants who have been MAPP participants prior to April 1st of the current fiscal year and who otherwise meet the conditions for salary step advancement set forth in the Plan.

...

SECTION 3. Pursuant to Government Code Section 25123(f), this ordinance shall take effect immediately upon final passage.

[608300MAPPKPCEO]